



DEPARTMENT OF PUBLIC SAFETY

200 E. Washington Street, Suite E-270, Indianapolis IN, 46204

Telephone: (317) 327-5090 ~ Fax: (317) 327-3446

Master Patrolman Designation - Implementation

Overview

The Department of Public Safety is establishing efficiency teams to review and analyze key public safety functions and processes. Approximately 25-30 teams will be set up and each team will have its own mission, goals, and objectives.

The efficiency teams will be cross-functional and will be comprised of representatives from the public, employees, labor, public boards, neighborhood associations, and the City-County Council. The overarching goal of each team will be to enhance DPS's operational efficiency and effectiveness.

Mission

The mission of the Master Patrolman Designation efficiency team is to:

- Review the provisions agreed upon in the current labor agreement with FOP Lodge #86
- Implement the master patrolman designation no later than the 3rd quarter 2013

Team Members

The Team will consist of six (6) members, as follows:

1. Valerie Cunningham, D/C IMPD
2. Rick Snyder, FOP
3. Valerie Washington, DPS
4. Julie Black, DPS/IMPD Payroll
5. Jeff Fuller, City/County Payroll
6. Myra Ross, Budget Analyst, OFM

Staff Resources

Lori White, Director's Office

General Operating Guidelines

1. After its initial meeting, the team shall meet upon the call of the chair or a majority of its members
2. The team will meet and begin its operations as soon as practical
3. General Team Timeline:
 - a. Meetings from June 1, 2013 – July 1, 2013
 - b. Final report/recommendations by July 1, 2013
 - c. The timeline will be amended if the Team needs additional time to complete its work
4. Team will report final recommendations to the Director of Public Safety



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Powers and Duties of the Team

The Team shall review and develop plan for implementing the Master Patrolman designation no later than third quarter 2013:

1. Review FOP Lodge #86 labor agreement
2. Review draft General Orders outlining the Master Patrolman designation
3. Ensure that tracking mechanisms are in place to adequately track designation requirements
4. Develop costs projections for the next five years
5. Coordinate the implementation with City/County HR and City/County Payroll

Policy and Operating Guidelines

1. The Team Chair will call for consensus and will seek to identify common ground on policies, recommendations and issues as the team receives and processes data and information.
2. If the team cannot reach consensus on particular issues, they will be placed on a pending issues list and revisited periodically with an objective to reach a conclusion.
3. The Team Chair will do a recap and review of subject matter and policy discussion at each meeting.

Data Provided

- Current labor agreement
- Any notes taken by the city during negotiations that reference and define the master patrolman designation
- Current staffing numbers by rank
- Current IMPD wage control
- Listing of training requirements

AGREEMENT

BETWEEN

THE CITY OF INDIANAPOLIS

AND

THE FRATERNAL ORDER OF POLICE, LODGE #86

EFFECTIVE

January 1, 2011 through December 31, 2014

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ordinances shall prevail. If any provision of this Agreement is found to be invalid and unenforceable by a court or other authority having jurisdiction, then such provision shall be considered void, but all other valid provisions of this Agreement shall remain in full force and effect. The parties hereto agree to notify the other of any ruling in this regard.

ARTICLE II

F.O.P. and City Rights and Obligations

Section 1. Recognition.

The City recognizes the F.O.P. as the exclusive bargaining representative for all merit ranks of the Indianapolis Metropolitan Police Department (hereinafter "IMPD") for the purpose of negotiating in good faith the terms and conditions of employment in the IMPD, provided such recognition is conditioned on the terms as set forth in the Revised Code of the City of Indianapolis-Marion County, § 291-601. The City shall not negotiate with, or make any collective bargaining agreement or contract with any other employee group working in classifications covered by this Agreement.

Section 2. F.O.P. Rights.

A. Dues Checkoff.

Upon receipt of voluntary, written, current, signed authorization from employees in such form as complies with the law of Indiana, who are covered by this Agreement and who are members of the F.O.P., the City shall deduct each month from the earnings of each of said employees an amount representing their regular monthly dues for the preceding month and shall remit such monies together with the appropriate records to a designated F.O.P. official. The City shall not be liable to the F.O.P. for failure to make deductions for dues. In the event of an overcharge already remitted to the F.O.P., it shall be the responsibility of the F.O.P. alone to

compensation under this subsection, the approval of the Chief of Police, or his/her designee and the President of the F.O.P. or his/her designee is required, which approval shall not be unreasonably withheld. The specific procedures for drawing on the Pool Time require either prior written approval or oral verbal approval with subsequent written confirmation signed by the authorizing supervisor. Such approval must be in writing or verbal with subsequent written confirmation signed by the authorizing officer. No time may be charged if the ability of available police personnel to provide required services would be adversely affected. There shall be no carryover or borrowing of F.O.P. Pool Time hours among calendar years. In addition to the Pool Time listed above, the City agrees to provide an additional 2080 hours for the exclusive use of the duly elected F.O.P. President who, in place of his or her regular duties, shall be permitted to conduct F.O.P. business during his or her regular work hours.

- (ii) The City agrees to compensate F.O.P. representatives for regularly scheduled working time missed while attending meetings initiated by and subject to the control of the IMPD, including F.O.P.-Management Committee meetings, and while attending joint meetings concerning renewal of this Agreement. If F.O.P. representatives are required by the IMPD to attend said meetings on non-scheduled work hours they shall be compensated, at their regular rate of pay.

E. Special Duty Representative.

An IMPD representative from the elected F.O.P. Executive Board, who is an active duty IMPD officer and who is selected by the F.O.P. Board, shall be assigned to a Special Duty assignment to be permitted to serve as a liaison officer between management and labor in an effort to resolve disputes in a fair and equitable manner and conduct F.O.P. business. Except when performing tasks specifically assigned to him by the Chief or the Chief's designee, which tasks shall not be assigned unreasonably to defeat the purpose of the Special Duty assignment, the F.O.P. representative shall be compensated by drawing against the F.O.P. Pool Time set forth in subparagraph D above. While the Special Duty assignment is primarily a day shift assignment, some scheduling flexibility will be allowed in order for the F.O.P. representative to perform labor-management liaison duties during non-day shift hours. The F.O.P. representative will be required to document 160 hours of work pursuant to IMPD policies for each pay period. In no

and the Constitution of the State and of the United States, the City Charter, the Code, and any modifications made thereto. Further, all rights which ordinarily vest in and are exercised by employers except to the extent such are specifically relinquished herein are reserved to and remain vested in the City, including but without limiting the generality of the foregoing right:

(a) to manage its affairs efficiently and economically, including the determination of quantity and standard of services to be rendered; the control of material, tools and equipment to be used; and the discontinuance of any services, material or methods of operation;

(b) to introduce new equipment, methods, machinery or processes; change or eliminate existing equipment and institute technological changes; decide on materials, supplies, equipment and tools to be purchased;

(c) to determine and change the number, location and type of facilities and installations;

(d) to determine the size of the workforce and increase or decrease its size;

(e) to hire, assign, and direct the work of employees, including the right to assign work and overtime;

(f) to establish, change, combine or discontinue job classifications; prescribe and assign job duties, content and classification; and to establish wage rates for any new or changed classifications;

(g) to establish work schedules and, if necessary, change those work schedules in accordance with applicable law and Departmental policy;

(h) to maintain the statutory right of the Chief of Police, with the approval of the Director of Public Safety, to establish and revise Departmental rules and procedures for the administration of the IMPD;

(i) to discipline and discharge employees for cause under applicable laws;

ARTICLE III

Non-Discrimination

Section 1. General Application.

The provisions of this Agreement shall be applied equally to all employees without discrimination as to age, sex, race, color, creed, sexual orientation, gender identity, handicap as defined by law, national origin, or religious or political affiliation except where specific age, sex or physical requirements constitute a bona fide occupational qualification, necessary to proper and efficient administration or as provided by law. The F.O.P. shall share equally with the City the responsibility for applying this provision of the Agreement. All references to employees in this Agreement designate both sexes, and wherever the male gender is used, it shall be construed to include male and female employees. Nothing in this Agreement shall be construed to require the City to violate any provisions of the Americans with Disabilities Act, or any other statute or ordinance governing disabilities.

Section 2. Working Conditions for Current Employees.

The City agrees that it will not discriminate in the training, upgrading, promotion, transfer, layoff, discipline, or discharge of employees, because of age, sex, race, color, creed, sexual orientation, gender identity, handicap as defined by law, national origin, or religious or political affiliation, union membership or holding any official union position, or age, except where specific age, sex or physical requirement constitutes a bona fide occupational qualification necessary to proper and efficient administration or as provided by law.

- (ii) The employee may not remove any document from his/her Personnel File but may challenge, in writing, any data believed to be inaccurate. The Deputy Chief of the Administration/Professional Standards Division or his/her designee shall direct an investigation of all challenges made. In addition, if there is any comment adverse to the employee's interest in his/her Personnel File, he may file a written response with the Deputy Chief of the Administration/Professional Standards Division or his/her designee, which response shall be attached to said adverse comments.
- (iii) The Chief will make a good faith effort to notify an Officer of any personnel documents added to the Officer's personnel file within thirty (30) days of the date the document is added to the personnel file, and shall do so within sixty (60) days from the date any adverse document is added. After notice of the addition of an adverse document is given, if requested in writing by the Officer, the Chief will provide a copy of the addition to the Officer upon written request.

B. Internal Affairs Files and Investigations.

It is understood that the information retained by the Internal Affairs Office is not included in an employee's Personnel File. An employee may have access to his/her own statement given to Internal Affairs. Further, once an employee is scheduled for interrogation by the Internal Affairs Office, he will be provided a copy of the Officer's Bill of Rights, the complaint in non-criminal cases, where one exists or an oral summary of the complaint where one does not, and will be informed of the nature of the complaint in criminal cases, but in neither case will the name of the complainant necessarily be disclosed. Officers who are subject to investigation by Internal Affairs shall be individually notified in writing of the disposition of said investigation within two (2) weeks of said disposition. Officers subject to interview or interrogation by Internal Affairs shall have the right to have an attorney or representative from the F.O.P. present during the interview or interrogation, but the representative shall not participate except to advise the officer.

Section 3. Equipment for Special Teams.

The City shall provide, at its expense, the equipment for special teams, as directed by the Chief.

Section 8. Job Assignment.

A. Chief's Authority

The Chief shall have the authority to assign and reassign any member of the Department to serve in any job assignment and to perform such duties as he shall designate, providing such duties are in accordance with the member's rank, grade, position, and qualifications. Employees reassigned will be entitled to have written reasons for the reassignment put in their personnel file, except that if the reassignment is for a confidential reason the Department is not required to state the reason in the file. If it is determined that the reason for the reassignment is confidential, then the Department will provide the officer with a written statement of the reason for the reassignment. "For the good of the Department" will not be an adequate description of the reason for the reassignment.

B. Filling Vacancies

If vacancies occur during the year in positions of Lieutenant and below and the Chief decides to fill the position other than by assigning officers pursuant to Section 8.A above, then this process will apply. Bidding for these positions shall be based upon training, education, experience, ability and performance of the employees submitting bids. If these factors are relatively equal, then seniority shall control.

Notice of a vacancy must be posted as soon as the vacancy occurs and must specify a bidding deadline of at least ten (10) calendar days from the initial posting. The position must be awarded, in conformity with the above paragraph, no more than thirty (30) calendar days from the date of the posted deadline for the submission of bids.

Section 13. Work Schedule.

For the term of this contract the City will maintain the current work schedule of six (6) consecutive days on duty followed by three (3) consecutive days off for merit officers through and including the rank of lieutenant in the Operations Division on the day shift, middle shift, late tactical shift and late shift. Officers assigned to COPS, horse patrol and traffic are specifically excluded from the provisions of this paragraph.

This work schedule provision is not applicable to officers until twelve (12) months after they get their first full-duty assignment. During this period, officers shall be assigned work schedules at the sole discretion of the City.

Section 14. Discipline.

A recommendation for discipline shall be made not later than sixty (60) days after the time the Department learns of the occurrence giving rise to the discipline, unless there is an investigation by the Office of Internal Affairs or a criminal investigation regarding the incident giving rise to the discipline. In those instances the Department shall impose the discipline not later than thirty (30) days after the completion of the investigation. These deadlines will be extended if either party has a reasonable need for an extension. In the event discipline is not so imposed, no disciplinary action shall be taken as a result of the incident in question. The Department will make a good faith effort to complete any internal investigation in a timely manner.

ARTICLE V

Contract Grievance Procedure

In the event either party believes the other party has breached this Agreement, it shall be processed through this contract grievance procedure. However, for any disciplinary matters or

Grievance Board shall meet promptly upon call but in any event, not later than thirty (30) days after the grievance has been referred to it. A majority vote of the Grievance Board on a grievance shall be final and binding on the parties. In cases in which the Grievance Board deadlocks, each side shall submit a written summary of the reasons for its vote to the Chief who shall cast the deciding vote.

STEP 4: If the grievance is not settled under Step 3, the F.O.P. may appeal the matter by submitting the grievance within ten (10) calendar days of the decision in Step 3 to the Director of Public Safety or the grievance shall be deemed dropped. If the grievance is properly appealed to Step 4, then the matter will be considered by a representative of the F.O.P. and the Director of Public Safety or his/her designee. The Director of Public Safety's decision shall be made in writing within ten (10) calendar days after submission to him. If the Director of Public Safety is unable to make a determination within the allotted time, he may seek an extension from the F.O.P., which extension shall not be unreasonably withheld. The determination by the Director of Public Safety shall be final and binding upon all parties.

ARTICLE VI

Salary

Section 1. Base Salary Increase.

The annualized base salary for all ranks covered by this Agreement shall be increased in accordance with the following schedule:

	Salary 2011		
	<u>2010 Base</u>	<u>Increase</u>	<u>2011 Base</u>
3 rd Year Patrolman	\$58,005	\$400.00 FD	\$58,405
Sergeant	\$64,656	\$400.00 FD	\$65,056
Lieutenant	\$71,789	\$400.00 FD	\$72,189
Captain	\$79,905	\$400.00 FD	\$80,305
(FD = Field Duty Pay Roll In)			

assigned to a district car, radar car, accident vehicle, jeep, Pal Club, motorcycle, K-9, and the horse patrol, and the annualized field duty pay compensation shall cease.

Section 3. Shift Differential.

Shift differential for officers whose shifts begin between 1300 hours and 0001 hours shall be \$.70 an hour. The policies concerning payment of shift differential will not be changed without prior notice to and consultation with the F.O.P.

Section 4. Detective Position Pay.

A. Up until December 31, 2010, merit ranks assigned to plain clothes investigative positions were paid a detective rating pay of \$600.00 on an annualized basis. Effective January 1, 2011, \$400.00 of the detective position pay shall be rolled into the base salary of those police officers actually functioning in detective positions, and merit ranks assigned to plain clothes investigative positions shall be paid a detective rating pay of \$200.00 in 2011. Effective January 1, 2012, the remaining \$200.00 detective rating pay that was paid in 2011 shall be rolled into base salary, and the annualized detective pay compensation shall cease.

B. The \$200.00 detective position pay in 2011 shall be payable on March 1 and September 1 that year unless otherwise agreed by the parties.

Section 5. Overtime and Court Time.

A. Exempt police officers are not covered by the overtime provisions of this Agreement. Any overtime pay or compensatory time off for exempt officers is covered solely by General Order. For purposes of this Agreement only, exempt police officers are those officers holding the appointed rank of major and above.

B. For the duration of this Agreement, compensation for non-F.L.S.A. overtime, including court time, shall be paid at one and one-half times the officer's regular rate of pay. This

differential, and master patrolman/master detective pay. F.L.S.A. overtime is defined as actual time worked in excess of 171 hours in the 28 day work period.

E. Officers may elect to receive compensation for non-F.L.S.A. or F.L.S.A. overtime in either cash or time back, subject to the F.L.S.A. limits on accumulation of compensatory time. The Department shall make this option available in every overtime situation and shall not force, coerce or intimidate employees into electing comp-time in lieu of cash. However the Department reserves the option to pay the officer at the end of the year for accumulated overtime above 40 hours. Accumulated overtime on the books may be taken by the officer at any time during his/her career, with approval of the branch commander and upon completion of the appropriate form.

F. The Department shall make every effort to pay overtime within 30 calendar days of the date earned, provided required verification slips are tendered in a timely fashion pursuant to Departmental policies and guidelines. It is understood that some adjustments to overtime so paid may be necessary at the end of each 28 day work period to compensate for premium time required for F.L.S.A. overtime.

G. Officers shall receive a minimum of two hours compensation at straight time for court sessions attended during non-working hours. However, if an officer is late for a court appearance, he shall not be eligible for this minimum but shall be compensated only for actual time in court and travel time (if applicable).

- (i) The minimum two hour court time shall not be considered hours worked for calculations relating to F.L.S.A. overtime compensation.
- (ii) Computations shall be made to determine whether an officer would receive higher compensation under: 1) the minimum two hour court time at straight time or 2) travel time and actual time in court at time and one-half. The officer shall be paid at the higher amount.

Section 7. Special Duty and Position Pays.

Merit ranks who are assigned to motorcycle, SWAT, EOD, horse patrol, K-9, helicopter observers, firing range, or as a negotiator shall receive position pay of \$529.00 on an annualized basis, which amount may in the discretion of the IMPD be increased during the term of this Agreement. Such additional compensation shall be paid only to those officers actually functioning in such position for a full pay period.

The Department intends to give additional consideration to other positions and duties which might qualify for special duty or position pays.

Section 8. K-9 SOP.

The duties and obligations of K-9 Officers shall be set forth by a Standard Operating Procedure which shall remain in force and in effect for the duration of this Agreement. The City retains the right of regulation over the K-9 SOP.

Section 9. Compensation Increases.

It is agreed that increases in the base salary and position pay of officers covered by this Agreement will not be implemented without prior consultation and agreement with the F.O.P., which agreement shall not be unreasonably withheld.

Section 10. Pension Contribution.

- A. Provision for Active Officers Formerly Employed with the IPD when joining the IMPD and Officers Employed with the IMPD Beginning with the First IMPD Recruit Class of 2006.

The following paragraph applies to an officer formerly employed by the IPD who joined the IMPD as of January 1, 2007, or who became an officer of the IMPD as part of or after the first IMPD recruit class. Pursuant to I.C. § 36-8-7.5-8 and I.C. § 36-8-8-8, each officer with less than thirty-two (32) years of service contributes up to six percent (6%) of his/her base salary to

ARTICLE VII

Fringe Benefits

The City shall maintain fringe benefit programs in a manner set forth in this Agreement.

These include:

Section 1. Clothing Allowance.

Effective January 1, 2011, in addition to any other item of compensation and in lieu of a cash clothing allowance, the City shall provide to each officer who is not a probationary patrol officer, a uniform clothing allowance of \$900.00 per year to purchase and maintain uniforms. In consideration of this payment officers agree to keep their uniforms neat, clean, and in good repair and to replace all worn out clothing as required by General Order.

Section 2. Health and Life Insurance and Wellness Program.

A. General Provisions.

The City agrees to use its best efforts to maintain the current practice of offering a choice of health insurance plans to police officers. If the cost of any such plans should be increased or become uncompetitive during the term of this Agreement, or if any carrier should add or impose objectionable terms and conditions to its plan during the term of this Agreement, the City shall be entitled to cancel such plan and to select a different plan which provides employees reasonably equivalent benefits and coverage after consultation with the F.O.P. Further, the City maintains the right, as set forth herein and referenced in Article VII, Section 2(C), to restructure its health care plans, which may include utilizing HSA and HRA accounts for employees. The parties agree to the implementation of spousal exclusion for the term of the agreement as long as it applies to all City/County employees equally.

agrees the FOP will be advised and consulted during the process, but the final right regarding the HSA, HRA, or other offering continues to rest with the City.

D. Retiree Health Insurance.

The City and active officer's shall contribute to a Retiree Health Insurance Fund (R.H.I.F.) which shall be used solely to subsidize health insurance premiums to eligible retired officers (as defined below) who elect to continue in the City-sponsored health insurance program. The maximum per-month amounts to be contributed by each officer and the City are as follows:

Year	Officer	City
2011	\$25.00	\$50.00
2012	\$25.00	\$50.00
2013	\$25.00	\$50.00
2014	\$25.00	\$50.00

In the event the R.H.I.F Committee elects to have officers contribute amounts less than the maximum set forth above, the City's contribution shall also be reduced so that the City's portion of the premium shall be maintained as a 2 for 1 match.

For active officers who participate in City-sponsored health insurance, the contribution to the R.H.I.F. shall be realized through a reduction in the amount contributed to the cost of such officers' insurance by the City as set out in Article VII, Section 2, above. Active officers who do not participate in City-sponsored health insurance shall be given the opportunity to contribute to the R.H.I.F. through payroll deduction at the rate set forth above. Any active officer who at any time during his/her period of active service as an officer elects not to contribute to the R.H.I.F. shall not be eligible for a contribution to the cost of his/her health insurance at any time after retirement.

the month in which they reach the age of 52. These officers may, at their option, discontinue their participation in City-sponsored health insurance and begin to pay the maintenance fee as described in subparagraph (5)(b) below; however, in no event will the maintenance fee exceed \$44.99 per month plus an escalator commensurate with the salary increases agreed to, 0% in 2011, 1% in 2012, 3% in 2013 and 3% in 2014. In addition these officers must participate in employer-sponsored health insurance or maintain health insurance through a carrier licensed by the State of Indiana for a period of 18 months prior to the month in which they begin to receive a City contribution to the cost of retiree health insurance. Officers who meet the requirements of this sub-paragraph must re-enroll in City-sponsored health insurance during the open enrollment period prior to the year in which they reach age 52 or in any subsequent open enrollment period and then will be eligible for the City contribution effective on the date selected by the officer.

- (3) Those officers with at least 20 years of service as an officer with the City, who are at least age 52 and less than the age of 65 and who retire during the term of this contract under the following conditions:
 - (a) The officers must declare their intent to retire and participate in retiree insurance during an open enrollment period designated by the City.
 - (b) The officers must retire and enter into the retiree health insurance program immediately upon retirement.
- (4) Those officers who retire during the term of this contract with at least 20 years of service with the City and who are less than age 52, who either:
 - (a) Maintain City-sponsored health insurance by paying the full cost of the premium. These officers shall be automatically entitled to the City contribution to the cost of City-sponsored health insurance beginning in the month in which they reach the age of 52, or
 - (b) Accept a civilian position with a City of Indianapolis or Marion County agency and maintain continuous health insurance in the City health

and shall be entitled to the City contribution upon receipt of the application or,

- (b) Participate in another employer-sponsored health insurance program or maintain health insurance through a carrier licensed by the State of Indiana for a period of 18 months prior to the month in which they re-enroll in City-sponsored health insurance and pay to the City a sum equal to the officers' per month contribution and the City monthly contribution divided by 1640. As of December 15 of each year, these figures will be recalculated based upon the number of officers at the time. These sums shall be added to the pool of funds available to subsidize the cost of retirees' health insurance and are not refundable unless the officer fails to meet the criteria for obtaining coverage by City-sponsored health insurance. Guidelines for the payment of these amounts shall be established by the City. Officers who fail to follow the guidelines shall forfeit their eligibility for the City contribution to the cost of City-sponsored health insurance. Officers who meet the requirements of this paragraph must enroll in City-sponsored health insurance during any subsequent open enrollment period and will then be eligible for the City contribution effective on the date selected by the officer.
- (ii) No retired officer shall receive a City contribution to the cost of his/her City-sponsored health insurance unless he/she is eligible to retire pursuant to I.C. § 36-8-8-10 or I.C. § 36-8-7.5-12.
- (iii) No retired officer shall be eligible to receive a City contribution to the cost of his/her City-sponsored health insurance beyond the month in which he/she reaches the age of 65, except for any available Medicare "wrap around" supplement.
- (iv) Eligible participating retired officers who have a change in family status i.e. a marriage, death of a spouse, divorce, birth or adoption of a child, loss of coverage due to change in spouse's employment status, or change in eligibility status of a dependent child, must notify the City within thirty (30) days of this change in status and will be able to change the level of their participation in City-sponsored health insurance in accordance with the change of status upon such notification. If the City is properly notified of such

The parties agree that if any Indiana statute imposes an obligation upon the City, different than the foregoing, with regard to its obligation to provide and pay for health insurance coverage for surviving spouses and dependents, the City will comply with those statutory requirements.

F. Police Officers Injured in the Line of Duty.

The City agrees to contribute an amount equal to its contribution for active employees for insurance coverage for police officers who are on disability pension due to a line of duty injury. Such contribution shall end when the police officer becomes eligible for retirement, or becomes eligible for Medicare coverage as prescribed by 42 U.S.C. § 1395 *et. seq.*, or when the City terminates the health insurance program for active public safety employees.

An officer injured in the line of duty who remains on City-sponsored health insurance shall be entitled to a City contribution to the cost of retiree health insurance as described in Article VII, Sec. 2(D) when he/she becomes eligible for the retirement pension.

G. Police Officers Injured in Non-line of Duty Incidents. Any IMPD officer who: (1) retires as a result of a non-line of duty disability, and (2) has continued to participate in City sponsored health insurance or continued paying the required maintenance fee, is eligible to receive insurance contribution up to their 65th birthday. The parties agree that this benefit shall be funded exclusively from the FOP insurance trust via the unused funds that are returned each year from the City to the FOP insurance trust as is described in Article VII, Section 2, Paragraph D (Retiree Health Insurance) of the contract. To the extent no funding is available in the FOP insurance trust to continue to fund this benefit, then this benefit shall terminate.

H. Wellness Program.

The City and police officers must engage in mutual efforts to control the cost of health care. Accordingly, the City shall continue a Wellness Program for police officers to help reduce

Section 3. Bonus Days.

Bonus Days shall continue at the rate of eleven days per year and the schedules in place on the effective date of this Agreement shall remain in force and in effect for the duration of this agreement. The City shall retain the right of regulation over the use of bonus days.

Section 4. Longevity Pay.

Longevity pay shall be paid at the rates noted in the attached Longevity Pay Schedule. After the twentieth year, longevity pay shall be paid at the rate of \$100.00 per year.

Section 5. College Incentive Pay.

College Incentive Pay shall continue for the duration of this Agreement. The minimum rate will be \$250.00, \$500.00 and \$750.00 for one, two and three years of college, respectively, and a total of \$1000.00 for one four year college degree. Those officers with a master's degree or doctoral degree from an accredited college or university shall receive an additional \$250.00 per year. In no event shall an officer be compensated for more than one four year degree.

Section 6. Perfect Attendance Days.

The parties agree that the General Order governing the perfect attendance day schedules in effect on the effective date of this Agreement shall remain in force and in effect for the duration of this Agreement. The City shall retain the right of regulation over the use of perfect attendance days.

Section 7. Sick Leave.

The parties agree that the General Order governing the sick leave schedules in place on the effective date of this Agreement shall remain in force and in effect for the duration of this Agreement. The City retains the right of regulation of the use of sick leave.

Section 12. HIV Screening.

Any officer who has not had an HIV test as a result of a line of duty exposure in the past 12 month period, shall be entitled to receive, upon request, an HIV test from a provider selected by the Department, at no charge to the officer.

Section 13. Detective Training Officer Program. The Chief of Police and the Career and Leadership Development (CLD) Review Committee shall create a Detective Training Officer (DTO) program and General Order to ensure established best practices are taught and learned as an officer moves into investigative positions and transfers within investigative units and levels within the Department. The Chief and CLD Committee shall establish the DTO program by January of 2011. There shall be a selection and training process established for DTOs and an initial selection of DTOs will be completed by July of 2011. The number of DTOs is not to exceed fifteen (15) over the duration of this Agreement. The duties and obligations of Detective Training Officers shall be set forth by General Order. The General Order governing the DTO program shall remain in force and in effect for the duration of this Agreement, with the City retaining the right of regulation. Detective Training Officers shall receive compensation in the amount of \$500.00 on an annual basis for serving in a training capacity and an additional \$2.50 an hour for each hour the DTO works with a trainee. Detective Training Officer pay will be paid only to officers actually functioning in the position for a full pay period.

ARTICLE VIII

Terms and Conditions of Agreement

Section 1. This agreement between the parties constitutes a four-year settlement for calendar years 2011 through 2014 based upon the following assumptions and conditions:

Section 3. If additional funds become available, upon request of the F.O.P. and if agreeable with the City, both parties may renegotiate financial portions of this contract.

IN WITNESS WHEREOF, the parties hereto by their duly authorized officials have signed their names this ____ day of _____, 2010.

FRATERNAL ORDER OF POLICE,
LODGE #86

By: William R. Owensby
William R. Owensby, President

By: Danny C. Overley
Danny C. Overley

Chief Negotiator
By: Roderick E. Wallace
Roderick E. Wallace

By: Kevin Kendall
Kevin Kendall

By: Christopher Bailey
Christopher Bailey

By: Richard Snyder
Richard Snyder

By: Leo T. Blackwell
Leo T. Blackwell
FOP Counsel

CITY OF INDIANAPOLIS

By: Gregory A. Ballard
Gregory A. Ballard, Mayor

By: Dr. Frank Straub
Dr. Frank Straub, Director Public
Safety

By: David P. Reynolds
David P. Reynolds
City Controller

By: Samantha S. Karn
Samantha S. Karn
Corporation Counsel

By: Michelle L. Cooper
Michelle L. Cooper
Chief Negotiator

By: Bryan Roach
Bryan Roach
Commander

Donated Time

All sworn members of the Indianapolis Metropolitan Police Department may participate in the Donated Time program.

"Leave Time" is defined as vacation time, bonus days, accumulated time off, and perfect attendance days.

"Immediate Family" is defined as, husband, wife, mother, father, brother, sister, children, step-children, or any relative or person living in the employee's household for whom the employee has custodial responsibility or where such person is financially dependent on the employee and where the presence of the employee is needed.

"Catastrophic injury or illness" is defined as a life threatening condition or combination of conditions affecting the mental or physical health of an immediate family member. The catastrophic illness or injury must require the services of a physician.

This program applies to officers who have exhausted all of their leave time and needs to care for a member of their immediate family who has suffered or is recovering from a catastrophic injury or illness.

Officers must submit a request for donated time through their chain of command and to the FOP stating the reasons for their request, the amount of time requested, and provide the required medical certification, all other necessary and/or requested paperwork and any requested historical information.

A 3-member board (the "Board") will be established. The Board will set guidelines, and determine who is eligible to receive time from the donated time bank. The board will consist of the President of the FOP Lodge #86 or his/her designee, the person who is currently number one on the current sergeant promotional list, and the Chief of Police or his/her designee. The board will meet within 5 days of receiving a request for donated time. The decision of the board will be considered final and is not subject to the grievance procedure set forth in this Contract.

The Donated Time Bank will be tracked by the Board, which will be reported by the Board for information and reconciliation purposes to the Department of Public Safety and Human Resources. The time bank will never expire and all left over time will roll into the next year.

Officers wishing to donate time to the time bank shall do so in full day increments of vacation time and accumulated time off. Bonus days and perfect attendance days may also be donated to the bank. An officer who is granted by the Board the privilege of receiving donated time can receive such time in one (1) hour increments or full day increments.

Officers wishing to donate time will submit the required form through their chain of command, similar to the process currently used to request time off. There is no limit to the amount of time

Memorandum of Understanding

This Memorandum of Understanding is entered into as part of the collective bargaining agreement between the City of Indianapolis (the "City") and the Fraternal Order of Police, Lodge #86 (the "FOP").

Reasons for the Memorandum

A. The former Indianapolis Police Department and the law enforcement division of the Marion County Sheriff's Department (the "MCSD") merged to form the Indianapolis Metropolitan Police Department (the "IMPD").

B. Active officers from the MCSD joined the IMPD on June 1, 2007, and those active MCSD officers became subject to the RHIF program for IMPD. Since the merger, active MCSD officers who elect to participate in retiree health insurance make their contributions to the IMPD RHIF.

C. Deputies who retired from the MCSD as of June 1, 2007 and were receiving retiree health insurance benefits as a consequence of their participation in the MCSD's retiree health insurance program are no longer the beneficiaries of payments to the MCSD RHIF by active IMPD officers formerly with the MCSD.

D. Therefore, the parties agree to the following funding arrangement for retiree health insurance for MCSD deputies who were participating in the MCSD retiree health insurance program and retired as of June 1, 2007.

The City of Indianapolis (the "City") and the Fraternal Order of Police (the "FOP") agree as follows:

1. The City agrees to make a monthly payment of Four Thousand Dollars (\$4,000.00) per month beginning in 2011 to fund the employee portion of the MCSD RHIF. In no event shall the City be required to increase this portion of the contribution to the RHIF.

2. The parties agree that the following procedure will be followed to cover the period January 1, 2011 through December 31, 2014. For a Deputy who retired from the Marion County Sheriff's Department after at least 20 total years of employment as a Deputy with a vested right to a pension from the Marion County Sheriff's Pension Trust, even if the pension payment is not currently payable, the Sheriff shall pay no less than 60% (unless the cap has been reached) and no more than 75% of the premium for the City-County's group health coverage, with that amount not to exceed the cap of \$537,400.00, as adjusted in paragraph 4 of this Memorandum, in the year 2011. The \$537,400.00 amount will be increased in accordance with the percentages in the contract for IMPD officers' salaries of 1% in 2012, 3% in 2013 and 3% in 2014.

When the retiree becomes eligible for Medicare, the Sheriff shall pay 75% of the premium for a County Medicare Supplement or "Medigap" policy that "wraps around" and supplements the retiree's Medicare coverage (hereinafter referred to as the "Medigap policy"). Coverage shall continue under the Medigap policy until the death of the retiree. Upon the retiree's death, his/her surviving spouse (if applicable) will be permitted to continue coverage

MEMORANDUM OF UNDERSTANDING

The parties understand that the City of Indianapolis (the "City") and the Fraternal Order of Police, Lodge #86 (the "FOP"), have negotiated a collective bargaining agreement effective January 1, 2011 through December 31, 2014 (the "FOP contract"). The parties further understand that the City will be commencing negotiations with the Indianapolis Metropolitan Professional Firefighters Local 416 (the "Firefighters") to negotiate the terms of the collective bargaining agreement between the City and the Firefighters (the "Fire Contract"). This Memorandum of Understanding is intended to provide for parity with respect to the Firefighters and the FOP in regard to the following specific contractual provisions identified below:

Section 1 – Base Salary. If the negotiations between the City and the Firefighters result in a base salary percentage increase in Article VII, Section 1 (Base Salary Increase) of the Fire Contract in years 2011, 2012, 2013 or 2014 that exceed the base salary percentage increases provided to members of the FOP bargaining unit for the same years in Article VI, Section 1 (Base Salary Increase) of the FOP contract, then Article VI, Section 1 (Base Salary Increase) of the FOP contract will be modified to provide the same base salary percentage increases in years 2011, 2012, 2013 and 2014 to all members of the FOP bargaining unit.

Section 2 – Longevity Pay. If the Firefighters negotiate an increase in Article VII, Section 4 (Longevity Pay) and Exhibit D of the Fire Contract that exceeds the longevity pay benefit provided in Article VII, Section 4 (Longevity Pay) and Exhibit A of the FOP contract, then Article VII, Section 4 (Longevity Pay) and Exhibit A of the FOP contract will be modified to provide the same longevity benefit to all members of the FOP bargaining unit.

Section 3 – Deferred Compensation. If the Firefighters negotiate an increase in the City's contribution to their deferred compensation benefit in Article VIII, Section 8 (Deferred Compensation) of the Fire Contract that exceeds the City's contribution to the FOP's deferred compensation benefit provided in Article VI, Section 11 (Deferred Compensation) of the FOP contract, then Article VI, Section 11 (Deferred Compensation) of the FOP contract will be modified to provide the same City contribution to the deferred compensation benefit to all members of the FOP bargaining unit.

Section 4 – Health Insurance for Active Police Officers. If the Firefighters negotiate an increase in the City's contribution to active Firefighters' health insurance premiums and plan design set forth in Article VIII, Section 1(b)(1) & (2) of the Fire Contract that is greater than the City's contribution to active police officers' health insurance premiums and plan design as provided in Article VII, Section 2(B) of the FOP contract, then Article VII, Section 2(B) of the FOP contract will be modified to provide the same City contribution to the health insurance premium and plan design of all active police officers covered by the City's health insurance plan.

The parties understand and agree that this Memorandum of Understanding and the parity provided herein applies only to the specific articles, sections and paragraphs of the respective Fire contract and FOP contract and does not apply to any other wage or wage-related fringe benefit in either contract. The parties also agree that this Memorandum of Understanding shall only apply and be binding upon the City and the FOP during the term of the 2011 – 2014 FOP contract. The parties also agree that this Memorandum of Understanding is not intended to establish a precedent and/or past practice for how parity is handled after the expiration of the

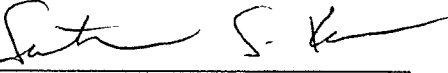
MEMORANDUM OF UNDERSTANDING

The City of Indianapolis (the "City") and the Fraternal Order of Police (the "FOP") agree as follows:

The parties understand that the City and the FOP have negotiated a collective bargaining agreement effective January 1, 2011 through December 31, 2014. The parties agree to form a joint committee whose purpose will be to reach out to local colleges and universities in an effort to try to negotiate reduced tuition programs for the benefit of FOP members. If a local college and/or university expresses an interest in wanting to establish a reduced tuition program for FOP members, then the Mayor or his designee will make a good faith effort to assist and support the committee to try to solidify the relationship with the interested local college and/or university.

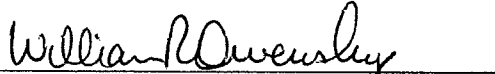
The parties understand and agree that this Memorandum of Understanding shall only apply and be binding upon the City and the FOP during the term of the 2011 – 2014 FOP contract. The parties also agree that this Memorandum of Understanding is not intended to establish a precedent and/or past practice after the expiration of the 2011 – 2014 FOP contract.

CITY OF INDIANAPOLIS

By: 

Samantha S. Karn
Corporation Counsel
Date: 10/22/10

FRATERNAL ORDER OF POLICE

By: 

William Owensby
President, FOP #86
Date: 10/28/10

IMPD General Order 6.20 Master Designation 1-24-12

Modified on 2012/01/26 08:46 by Diane Jackelen — Categorized as: General Order

POLICY

The goal of the Indianapolis Metropolitan Police Department is to encourage retention of non-supervisory career officers and detectives by increasing job satisfaction and positive career development. Experienced, well-trained and self-motivated police officers provide effective and professional service to the community, supporting achievement of organizational goals and objectives.

The **Master** designation program is designed to cultivate excellence in officers and detectives, capitalizing on knowledge gained through training and on-the-job experience.

Master officers and detectives function as positive role models for less-experienced personnel through teaching, coaching and modeling of proper techniques. The **Master** designation is achieved through a voluntary process that provides opportunities for personal growth, advancement and recognition. Officers will develop a sense of achievement and realize an increased level of self-esteem.

The IMPD Career and Leadership Development (**CLD**) Review Committee will ensure fair and consistent application of career and leadership standards. The chief of police and/or the CLD Review Committee may modify the program to ensure it remains both challenging and attainable. The Committee is responsible for reviewing and approving all recommendations for advancement within the Master Patrol Officer and Master Detective program and shall have oversight responsibility concerning the administration of the program, as approved by the chief of police.

PROCEDURE

I. Career And Leadership Development (CLD) Review Committee

- A. The CLD Review Committee is comprised of seven (7) voting members:
 1. Four (4) merit supervisors (sergeant through captain) selected by the chief of police, who will designate one (1) member to serve as committee chairperson;
 2. One (1) union representative selected by the FOP president or designee; and
 3. Two (2) sworn, non-management personnel to be comprised of one Master Patrol Officer and one Master Detective selected by the current CLD Review Committee and approved by the chief of police.
- B. The coordinator of the Office of Career and Leadership Development shall serve as a non-voting committee member and be the committee's advisor.
- C. Decisions by the CLD Review Committee will be based on the vote of a quorum of at least five (5) members, with majority ruling. Decisions ready for determination of Master status shall not remain unresolved for more than forty-five (45) days.
- D. The CLD Review Committee shall identify and formalize the process by which it conducts business with the approval of the chief of police.

II. Master Patrol Designation Achievement

The chief of police may designate an officer as a Master Patrol Officer when he/she meets the following core requirements: (Refer to Appendix A – “**Master Patrol Career Plan Sheet**” for credit allowances).

- A. The candidate must have completed a minimum of ten (10) years of sworn uniform patrol experience. Sworn uniform patrol experience is defined as any sworn uniform assignment within the Operations Division.
 - 1. The candidate must have completed two (2) consecutive years of sworn uniform patrol experience immediately prior to receiving the designation to ensure they are current in knowledge, skills and abilities.
 - 2. Candidates who transferred to an investigative function previously may return to Operations and apply for the Master Patrol Officer after the two-year minimum period in Operations has been satisfied.
- B. The candidate must be an Indiana State Certified Law Enforcement Instructor, current Field Training Officer (FTO), or active member of the My Legacy Mentorship Program. **One of these certifications must be maintained while working under the Master Patrol Officer designation.**
- C. The candidate must have a performance appraisal rank within the top 25th percentile of eligible patrol officers.
 - 1. This includes officers assigned to the Operations Division that have over ten (10) years of uniform patrol experience, as documented through the IMPD Performance Management process.
 - 2. The nine (9) core anchors on the performance appraisal are used to determine the top 25th percentile of eligible patrol officers. Additional anchors assigned to the Neighborhood Resource Units will be removed from consideration when determining the top 25th percentile.
 - 3. The CLD Review Committee will oversee the process used in the Professional Standards Division to determine the fairness of selecting the top 25th percentile, based on performance appraisals under the IMPD Performance Management process.
- D. The candidate must complete a total of thirty (30) elective credits.
- E. A minimum of twenty (20) credits **must** come from combined Training and Unit credits using the following criteria:
 - 1. A minimum of five (5) credits **must** come from Training;
 - 2. A maximum of five (5) credits *may* come from Professional Achievement; and
 - 3. A maximum of five (5) credits *may* come from Community Involvement.
 - 4. Unit credits will comprise the necessary number to reach the minimum of 20 credits.
- F. Eligible candidates must be a graduate of the IMPD Leadership Academy.

III. Master Detective Achievement

The chief of police may designate an officer as a Master Detective when he/she meets the following core requirements: (Refer to Appendix A – “**Master Detective Plan Sheet**” for credit allowances).

A. Requirements

The candidate must have completed a minimum of eight (8) years of Investigative experience, which is defined as any sworn assignment within the Investigations Division, any district detective, and/or any Traffic Investigations detective within the Operations Division.

1. The candidate must have completed two (2) consecutive years of sworn investigative experience immediately prior to receiving the designation to ensure they are current in knowledge, skills and abilities.
2. Candidates who previously transferred to an Operations function may return to Investigations and apply for the Master Detective after the two-year minimum period in Investigations has been satisfied.

B. The candidate must be an Indiana State Certified Law Enforcement Instructor, current Detective Training Officer (DTO), or active member of the My Legacy Mentorship Program. ***One of these certifications must be maintained while working under the Master Detective designation.***

C. The candidate must have a performance appraisal rank within the top 25th percentile of eligible investigative officers.

1. This includes officers assigned to an Investigative function with over eight (8) years of experience, as documented through the IMPD Performance Management process.
2. The CLD Review Committee will oversee the process used in the Professional Standards Division to determine the fairness of selecting the top 25th percentile, based on performance appraisals under the IMPD Performance Management process.

D. The candidate must complete a total of thirty (30) elective credits, of which:

1. A **minimum** of twenty (20) credits must come from a combined total of Training/Unit Credits, five (5) of which must be Training Credits.
2. A **maximum** of:
 - a. Five (5) credits *may* come from Professional Achievement;
 - b. Five (5) credits *may* come from Community Involvement; and
 - c. Three (3) credits *may* come from Voluntary Unit experience.
 - d. Unit credits will comprise the necessary number to reach the minimum of 20 credits.

E. Eligible candidates must be a graduate of the IMPD Leadership Academy.

B. Criteria

In determining Unit credit for the **Master Detective** designation, the following criteria will be used:

1. LEVEL 1 – Entry Level – One (1) Credit per Year of Service

This level represents primarily support positions with little or no criminal case load; assignments rarely require criminal prosecution; positions include:

- Cyber Crimes
- Mayor's Executive Protection
- Firearms Investigations
- Human Resources Background Investigations
- Property Recovery

2. LEVEL 2 – Entry Level – Two (2) Credits per Year of Service

This level represents positions with criminal case loads which require very little specialized training and/or previous investigative experience; positions include:

- Hit and Run
- Auto Theft
- Financial Crimes
- Organized Crime
- Vice
- Juvenile
- Domestic Violence
- District Detectives

3. LEVEL 3 – Three (3) Credits per Year of Service

This level represents positions with criminal case loads requiring **some** specialized training and/or investigative experience; includes one or more of the following:

- Accident Investigations
- District Narcotics
- Criminal Gangs
- Safe Streets Task Force
- CAT Team
- Robbery/Aggravated Assault
- Achilles / ATF
- Missing Persons
- U.S. Marshall's Liaisons
- Criminal Intelligence and Liaisons
- Grand Jury / Prosecutor's Liaisons
- Violent Crimes
- Criminal Interdiction
- Special Investigations Unit
- Forensic Video Specialist

4. LEVEL 4 – Four (4) Credits Per Year Of Service

This level represents positions with criminal case loads which require *more **extensive*** specialized training and/or investigative experience. These include:

- Metro Drug Task Force
- Arson
- Child Abuse
- Sex Crimes
- Homicide
- Forensic Imaging Artist
- Homicide Cold Case

IV. Master Designation Maintenance

A. The Master designation must be earned and maintained. Subsequently, that member shall remain active and in "good standing" under three (3) separate but equal classifications, as outlined below.

1. The Master Patrol Officer and Master Detective must remain within their respective field the Master rating was earned.

** If a Master Patrol Officer or a Master Detective voluntarily chooses to transfer to the opposite field of service (Uniform Patrol-to-Investigations, or Investigations-to-Uniform Patrol), a "streamlined" process for the Master Designation within the new field may be allowed, as approved by the chief of police.*

2. The Master Patrol Officer or Master Detective must maintain a current status as one of the following:

- a. Certified Instructor – Must maintain certification through the State of Indiana as a Law Enforcement Instructor in accordance with standards set by the Indiana State Law Enforcement Training Board.
- b. Field Training Officer/Detective Training Officer – Must be an active FTO/DTO as designated by the department's FTO/DTO Coordinator's office.
- c. My Legacy Mentor – Must be active and in good standing with the department's My Legacy Mentorship Coordinator's office.

3. The Master Patrol Officer or Master Detective must **maintain** a performance appraisal rank within the top 25th percentile of eligible sworn employees under the established criteria (described earlier), as documented through the IMPD Performance Management process.

4. The CLD Review Committee will oversee the process used in the Professional Standards Division to determine the fairness of selection of the top 25th percentile, based on performance appraisals under the IMPD Performance Management process.

- B. Failure to maintain any of the standards above shall result in a Master Patrol Officer or Master Detective losing the Master designation, thereby forfeiting all career development benefits until such time as the Master designation is regained with the approval of the chief of police
1. Individuals losing the Master designation will be afforded the opportunity to appeal the decision to the CLD Review Committee.
 2. As part of the appeals process, the individual losing the Master designation will be afforded the opportunity to personally appear before the CLD Review Committee to provide an explanation supporting the reason they should retain the Master designation.
 3. After consideration of the appeal, the CLD Review Committee will submit a formal recommendation to the chief of police as to whether or not the individual should have the Master designation

reinstated.

CAREER PLAN	MASTER PATROL OFFICER DESIGNATION
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MASTER PATROL OFFICER REQUIREMENTS	
Accumulated Total of 10 years Uniform Patrol Service L Last 2 years Must be in Uniform Patrol	Credit Requirements Total of 30 Elective Credits
Certified Instructor, FTO or Mentor	L Minimum 20 Combined Training/Unit credits
Exceptional Performance Last 24 months	L Maximum 5 Professional Achievement credits
Graduate of Leadership Academy	L Maximum 5 Community Involvement credits
Longevity Bonus – Maximum 15 Credits ►	1 credit for each year beyond 5 years Uniform Patrol

TRAINING		
Fitness/Foreign Language (3,2,1)	Evidence Technician (2)	Tactical Air Pilot Certified (3)
PIT Certified (1)	DRE Certified (2)	Tactical Air Observer Certified (2)
Stinger/Stop Stick Certified (1)	Breath Test Operator (2)	Canine Certified (3)
Radar Certified (1)	Criminal Interdiction (2)	EMT Certified (3)
Bike Certified (1)	Patrol Rifle Certified (2)	Fatal Crash Investigator Certified (3)
Crime Scene Management (1)	Mounted Patrol Certified (2)	
Accident Investigator (2)	Motorcycle Patrol Certified (2)	

PROFESSIONAL ACHIEVEMENT – 5 Credits Maximum		
College Education (1) - 30 credits min.	Foreign Language Interpreter (2)	Accident/Firearms Review Board (1)
Associate's Degree (2)	Military Active/Honorable Discharge (2)	IMPD Specialty Boards (1) L Minimum 6 month commitment required
Bachelor's Degree (3)	Reserve/Current/Honorable Discharge (1)	
Master's/JD (4) PhD (5)	Applicant Boards (1 credit per 3 boards)	Attendance/Discipline – Points deducted consistent with Promotions

COMMUNITY INVOLVEMENT – 5 Credits Maximum		
Community Relations Projects*	1 Credit per 24 Hours of Service	<i>*All Community Involvement Activity to be Pre-Approved and Verified by CLD Committee</i>
United Way Charitable Organizations*	1 Credit per 24 Hours of Service	
IMPD Recruitment Events	1 Credit per 24 Hours of Service	

VOLUNTARY UNIT CREDIT			
SWAT (3)	FACT (1)	Honor Guard (1)	Voluntary Unit Credits may be used in lieu of Training Credits. Points awarded for every two (2) years of service completed in good standing.
Negotiators (3)	ERG (2)		
EOD (3)	POST (2)		

This is not an exhaustive list of all training, unit involvement, or community service involvement eligible to

the CLD Review Committee, who may then assign and/or change the credit value(s) based on level of duration and difficulty.

CAREER PLAN	MASTER DETECTIVE DESIGNATION
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MASTER DETECTIVE REQUIREMENTS	
Minimum 8 Years Investigative Experience L Last 2 Consecutive Years as a Detective	Credit Requirements Total of 30 Elective Credits
Certified Instructor, FTO or Mentor	L Minimum 20 combined Training/Unit credits
Exceptional Performance last 24 months	L Maximum 5 Professional Achievement credits
Graduate of Leadership Academy	L Maximum 5 Community Involvement credits
UNIT x LONGEVITY EQUIVALENT ►	Minimum 20 Training/Unit Credits
Level 1 Unit – 1 Credit per Year of Service	Level 2 Unit – 2 Credits/Year of Service
Level 3 Unit – 3 Credits/Year of Service	Level 4 Unit – 4 Credit /Years of Service

TRAINING– 5 Credits Minimum		
Fitness/Foreign Language (3,2,1)	Undercover Criminal/Drug Investigations (2)	Domestic Violence Intervention and Investigation(2)
Intro into Criminal Investigations (1)	Arson Investigation (2)	
Crime Scene Management (1)	Organized/Financial Crime (2)	Child/Sex Abuse Investigation (3)
Practical Kinesic Interview/Interrogation (2)	Burglary Investigation (2)	Homicide and Forensic Death Investigation (3)
Forensic Child Interview Certification (2)	Robbery Investigation (2)	

PROFESSIONAL ACHIEVEMENT – 5 Credits Maximum		
College Education (1) - 30 credits min.	Foreign Language Interpreter (2)	Accident/Firearms Review Board (1)
Associate's Degree (2)	Military Active/Honorable Discharge (2)	IMPD Specialty Boards (1) L Minimum 6 month commitment required
Bachelor's Degree (3)	Reserve/Current/Honorable Discharge (1)	
Master's/JD (4) PhD (5)	Applicant Boards (1 credit per 3 boards)	Attendance/Discipline – Points deducted consistent with Promotions

COMMUNITY INVOLVEMENT – 5 Credits Maximum		
Community Relations Projects*	1 Credit per 24 Hours of Service	<i>*All Community Involvement Activity to be Pre-Approved and Verified by CLD Committee</i>
United Way Charitable Organizations*	1 Credit per 24 Hours of Service	
IMPD Recruitment Events	1 Credit per 24 Hours of Service	

VOLUNTARY UNIT BONUS			
SWAT (3)	FACT (1)	Honor Guard (1)	Voluntary Unit Bonus Used in Lieu of Professional Achievement/Community Involvement Credits Minimum two (2) years service completed in good standing within three (3) years of Designation (3 Credits Maximum).
Negotiators (3)	ERG (2)		
EOD (3)	POST (2)		

This is not an exhaustive list of all training, unit involvement, or community service involvement eligible to receive credits under this General Order. Applicants will have an opportunity to submit documentation to the CLD Review Committee, who may then assign and/or change the credit value(s) based on level of duration and difficulty.